

LEADERSHIP CONTINUUM

The Leadership Continuum puts into perspective the concept of continual leader development, through training and education, throughout an entire career from recruitment to retirement.

Relevant information Navy leaders need to know:

Navy Military Training (NMT) is a subset of General Military Training (GMT). It is given to all enlisted personnel after completion of bootcamp (recruit training). Its purpose is to provide continuing military training during technical skill training and thereafter through the first year of service. NMT is comprised of a formal curriculum which includes leadership, mentoring and counseling. Each is designed to reinforce the process of military training and physical conditioning initiated during recruit training. NMT fosters strong military bearing, patriotism, unit pride and team spirit. The results are professional Sailors who possess strong integrity, show initiative, devotion to duty and pride in service. Their self-dignity and respect for authority reinforce the Navy Core Values of **Honor, Courage, and Commitment**.

The Leadership Training Courses (LTC) are composed of eight courses. They are the cornerstone of the Leadership Continuum (LC). Values; Responsibility, Authority and Accountability of leadership; Unity of Command; Risk Management/Continuous Improvement are the four major themes of the courses. The formal leadership training is periodically reinforced with “booster shots” in warfare/specialty pipeline training, at annual all-hands training, and during developmental/professional assignments. Current education and training programs that include leadership modules are being brought into alignment with the continuum themes to ensure consistency and eliminate redundant or conflicting training. Refer to NAVADMIN 189/97, NAVADMIN 201/99.

The four enlisted Leadership Training Courses are Petty Officer Second Class, Petty Officer First Class, Chief Petty Officer, and the Command Master Chief (CMC)/Chief of the Boat (COB) Course which is integrated into the Senior Enlisted Academy. All enlisted courses, except for the CMC/COB course, are offered at the Naval Leader Training Units located in Little Creek, VA, and Coronado, CA as well as at training sites in Bangor, WA, Great Lakes, IL, Groton, CT, Kings Bay, GA, Mayport, FL, Pearl Harbor, HI, Pensacola, FL, Washington, DC, Rota, Spain, and Yokosuka, Japan. In addition, Mobile Training Teams provide training to commands located more than 50 miles from a resident training site. (See NAVADMIN 237-99 for MTT schedule). January 2000 and subsequent exam cycles will be the first where all candidates must have the LTC. Beginning 1 October 2001, candidates must have completed the requisite LTC to be eligible to participate in the advancement exam cycles.

The officer courses are Basic Officer (division/branch officer), Intermediate Officer (department head/second Aviation Sea Tour), Advanced (XO/aviation department head), and Command (CO/aviation XO). A Limited Duty Officer/Chief Warrant Officer course is provided to newly commissioned officers in Pensacola, FL. The CO and Advanced (XO) courses are single sited at Newport, RI. Other courses are taught within technical warfare training pipelines and, for those with no pipeline, at the NLTUs.

“There is nothing more important than developing new leaders,” according to Admiral Johnson, Chief of Naval Operations. He stated that “The truth of it is we have awesome leadership at all levels. . . What Navy leadership is trying to do is embed trust within that chain of command so that we trust each other -- on ‘good news’ things, on ‘bad news’ things, on professional things, on personal things, on everything.”

Consult the listed numbers on the next page for requesting course quotas.

**Navy Leadership Training Course Sites
QUOTA CONTROL INFORMATION LISTING**

NLTU Little Creek, VA	DSN 253-3119 COMM (757) 363-3119 FAX x4875
NLTU Det Washington, D.C.	DSN 288-3292 COMM (202) 433-3292 FAX (202)433-2988
NLTU Det Rota, Spain	DSN 727-2496 COMM 34-56-82-2496 FAX x2753
NAVSUBSCOL Groton, CT	DSN 694-3933 COMM (860) 694-3933 FAX x3788
TRITRAFAC Kings Bay, GA	DSN 573-3452 COMM (912) 673-2926 ext. 1420 FAX x3414
FTC Mayport, FL	DSN 960-5240/5673 COMM (904) 270-5240/5673 FAX x6671
NASC Pensacola, FL	DSN 922-3181 COMM (850) 452-3181 FAX x8732
NLTU Coronado, CA	DSN 577-3946 COMM (619) 437-3946 FAX x3956
TRITRAFAC Bangor, WA	DSN 322-2599 COMM (360) 315-2599 FAX x2911
SSC Great Lakes, IL	DSN 792-4975/6/4732 COMM (847) 688-4975/6/4732 FAX x6891
NSTCPAC Pearl Harbor, HI	DSN 473-0777 COMM (808) 471-0777 FAX x0561
AFTGWESTPAC Yokosuka, JA	DSN 243-7383 COMM 011-81-311-734-7383 FAX DSN 243-6100